DOCUMENT RESUME

ED 165 824 JC 790 092

TITLE	Selected Characteristics of Full-Time Professional Staff. Community Colleges, Fall 1978.
INSTITUTION	Hawaii Univ., Honolulu. Community Coll. System.
REPORT NO	CC-IRP-117
PUB DATE	Jan 79
NOTE	21p.; Pages 9-22 of the original document, which break down the data by campus, have been deleted and are not included in the pagination; Not available in hard copy due to marginal reproducibility of the original document
EDRS PRICE	MF-$0.83 Plus Postage. HC Not Available from EDRS.
DESCRIPTORS	Age; *College Faculty; Community Colleges; Degrees (Titles); Females; General Education; *Instructional Staff; *Junior Colleges; Males; Part Time Teachers; Personnel Data; Salary Differentials; *Teacher Characteristics; *Teacher Salaries; *Tenure; Vocational Education
IDENTIFIERS	*Hawaii

ABSTRACT

The focus of this report is upon full-time faculty members at the seven campuses of the Hawaii Community College System, but additional information is provided on part-time faculty and lecturers. Data are summarized for the following characteristics: sex, academic background, tenure status, age, program category, average salary, and salary range. Study findings include: (1) the number of professional staff increased from 1,040 in fall 1977 to 1,053 in 1978; of these, 66% were full-time appointees; (2) the number of full- and part-time professional staff increased, while the number of lecturers decreased; (3) with regard to the 699 full-time professional staff, almost 66% were males; 74% were engaged in instruction; the average age was 42 years old; and 63% held master's degrees; (4) with regard to the 519 full-time instructors, 64% were males (revealing an increase in the proportion of females); 51% were general education instructors; their average salary had increased from $19,022 to $19,229 over the previous year; 64% were tenured; and 61% held master's degrees; and (5) the lecturer profile continued to reveal a 37-year-old male, with a master's degree, teaching general education courses, earning an average of $2,319 per semester. An appendix summarizes staff data for institutional support, academic support, student services, public service, and instruction categories. (AYC)

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SELECTED CHARACTERISTICS OF FULL-TIME PROFESSIONAL STAFF

COMMUNITY COLLEGES

FALL 1978

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JC 790 092

Office of the Chancellor for Community Colleges

University of Hawaii

January 1979

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Office of the Chancellor for Community Colleges

CC-IRP 117
January 1979

SELECTED CHARACTERISTICS OF FULL-TIME PROFESSIONAL STAFF COMMUNITY COLLEGES FALL 1978

Introduction

This report summarizes data on the following characteristics of full-time community college professional staff: sex, academic background, tenure status, age, program category, average salaries and salary ranges. Data such as these are useful in reviewing personnel practices and in responding to inquiries from various agencies.

The primary attention of this report is on FULL-TIME BOR APPOINTEES WHOSE STANDARD FORM 5Bs (SF-5Bs) WERE SUBMITTED TO AND PROCESSED BY THE UNIVERSITY PERSONNEL OFFICE BY THE OCTOBER 31, 1978 UPDATE. Included in the headcount of BOR staff in the main body of the report are all those who were on the payroll as of the October 31 update, except those on sabbatical leaves. (Staff on sick leave are included.) Minimal information (mostly headcount) is provided on: lecturers, part-time BOR appointees and professional staff on leave.

Information for this report is abstracted from Faculty-Staff Information System (FSIS) summary reports 2530-2535, as of October 31, 1978. Standard Form 5Bs were used as the basis of these computer reports.

Data on the BOR staff are summarized by five major groups. (See Appendix A.) These categories were developed jointly by representatives from the colleges, Management Systems Office and the Office of the Chancellor for Community Colleges.

Highlights

I. Unduplicated Headcount, by Program Category and Full-/Part-Time Status, All Professional Staff. (Table I)

a. The number of professional staff remained relatively stable: 1,053, 13 more than last fall (1,040). Of these, 699, 66 percent, were full-time appointees.

b. Further analysis shows that compared to last fall, the number of full-time staff increased by 11 (2 percent), and part-time staff by 8; the number of lecturers decreased by 6.

c. The number of BOR staff ranges from 74 at Windward to 264 at Leeward.

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II. The characteristics of the 699 FULL-TIME PROFESSIONAL STAFF: (Table II)

a. As in previous years, almost two-thirds of the staff are males. (Campus variation: 51-68 percent males.)

b. The staffing distribution has not varied through the years:

Instruction:	74 percent	(69 to 83 percent, by campus)
Academic Support:	8 percent	(6 to 12 percent, by campus)
Student Services:	12 percent	(7 to 16 percent, by campus)
Institutional Support	3 percent	(2 to 7 percent, by campus)
Public Services:	3 percent	(0 to 9 percent, by campus)

c. Compared to last fall, there are 14 more full-time instructors (519) and 3 more counselors (81). The headcount in other categories show slight decreases (2-3).

d. Age: 42.0 years, slightly older than last fall's, 41.4 years (38.2-43.9, by campus).

e. As in past years, the great bulk of the appointees have master's degrees (63 percent). Those with doctorates number 52 (7 percent) compared to 58 (8 percent) last fall.

III. Characteristics of the 519 FULL-TIME INSTRUCTORS: (Tables III, IIIa-IIIf)

a. The number and proportion of full-time female instructors increased slightly (from 35 to 36 percent). Male instructors continue to comprise the majority group (64 percent), systemwide, and at six of the seven campuses. (Nationally, women comprised 34.0 percent of the full-time faculty at publically controlled two-year institutions in the 1977-78 academic year.)[1]

b. General education instructors make up 51 percent of the teaching staff this fall compared to 52 percent in Fall 1977.

c. Some noteworthy observations about instructors' average salaries this fall follows. (See Appendix B for average salaries of other professional staff.)

1. The average salary this fall is $19,229, $207 more than the $19,022 reported last fall. Campus averages vary: $18,195 to $20,081. (The average salary, nationally, in Fall 1977 for institutions without professional rank was $17,184. The weighted salary for such faculty in public institutions was $17,630. AAUP placed Hawaii's community colleges in Rank 1, (80-95 percentile) in Fall 1977 in terms of overall compensation.)[2]

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[1] AAUP Bulletin, Report on the Annual Survey of Faculty Compensation, 1977-78, September, 1978, Table 14, p. 205.

[2] Ibid., Table 1, p. 196; Table 3, p. 197; Appendix II, p. 256.

2. Male instructors' average salaries are $1,035 (6 percent) higher than those of the female instructors. (Last fall, male instructors' salaries were 4 percent more than female instructors.) The higher average salary for males probably reflects the fact that there are more male instructors with many years of service, particularly in the vocational programs.

   Data on salaries, by sex, recently released by the National Center for Education Statistics show that in 1977-78 male professors earned more than women professors under nine-month contracts "...with full-time male earning $19,488 to the woman's $16,134."[3]

3. Vocational education instructors' salaries are higher than those in general education ($19,816 compared to $18,657). (See Appendix C.)

d. Salary ranges: 68 percent of the instructors are in ranges 4 and 5: (73 percent of the males and 60 percent of the females.)

e. Tenure status:

   1. As in Fall 1977, 64 percent are tenured; 27 percent are on the tenure tract; 6 percent are not eligible. (52-80 percent are tenured, by campus.) An additional 27 instructors on leave are tenured. (See Appendix E.)

   2. An analysis by sex indicates that 67 percent of the males and 57 percent of the females are tenured.

      The AAUP report indicates that in 1977-78, 76 percent of the full-time staff in public institutions without professional ranks were tenured. The distribution, by sex, was 79 percent of the male instructors and 70 percent of the female instructors.[4]

f. Highest degree:

   1. As in previous years, the great majority of the instructors have master's degrees (318, 61 percent). (75 percent of the female and 53 percent of the male instructors have master's degrees.)

   2. Further analysis of data in the computer printouts indicate that 90 percent of those in the general education area have a master's or a doctoral degree (78 and 12 percent, respectively); 10 percent have bachelor's degrees; fewer than 1 percent, no degree.

   3. The distribution of vocational education instructors, by academic background, shows: 2 percent each, doctoral and professional degrees;

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[3] "Women Faculty Members Earn Less Than Men, NCES Study Shows," Higher Education Daily, Vol. 6, No. 234, December 6, 1978.

[4] AAUP Bulletin, op. cit., Table 18, p. 209.

44 percent, master's degrees; 33 percent, bachelor's; 20 percent, less than bachelor's. (Work experience in a trade area is an acceptable criterion for employment as an instructor in vocational programs.)

IV. Profile of the lecturer: (Table IV)

The profile is about the same as in previous years. The lecturer is a 37 year old male with a master's degree, who is teaching a general education course. He is in salary range 2 and earns an average of $2,319 for the semester.

SUMMARY

The profile of the community college staff shows little change from previous years: male, in early 40's, with master's degree and tenured. Staff increases for student services and instruction are shown for many of the colleges. While the number of full-time instructors increased, the headcount of lecturers decreased.

TABLE I
UNDUPLICATED HEADCOUNT
BY PROGRAM CATEGORY & FULL- & PART-TIME STATUS
ALL PROFFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1978

Note: A lecturer or instructor teaching at more than one campus is counted only once, at his designated "home campus."

By College, Full- & Part-Time Status	TOTAL	Institutional Support	Academic Support	Student Services	Instruction			Public Services
					Sub-Total	General Education	Voc-Tech	
TOTAL	1,053	23	58	86	864	478	386	22
Full-time	699	23	56	81	519	263	256	20
Part-time	33		2	5	25	18	7	1
Lecturers	321				320	197	123	1
Hawaii CC	103	2	4	5	91	36	55	1
Full-time	71	2	4	5	59	13	46	1
Lecturers	32				32	23	9	
Honolulu CC	226	3	11	16	182	90	92	14
Full-time	153	3	11	16	110	51	59	13
Part-time	1				1		1	
Lecturers	72				71	39	32	1
Kapiolani CC	204	3	10	12	179	80	99	
Full-time	124	3	10	11	100	41	59	
Part-time	4			1	3		3	
Lecturers	76				76	39	37	
Kauai CC	75	4	6	7	58	29	29	
Full-time	59	4	6	7	42	19	23	
Lecturers	16				16	10	6	
Leeward CC	264	5	15	25	212	153	59	7
Full-time	176	5	15	25	125	94	31	6
Part-time	4				3	2	1	1
Lecturers	84				84	57	27	
Maui CC	107	3	6	16	82	42	40	
Full-time	74	3	5	12	54	25	29	
Part-time	6		1	4	1	1		
Lecturers	27				27	16	11	
Windward CC	74	3	6	5	60	48	12	
Full-time	42	3	5	5	29	20	9	
Part-time	18		1		17	15	2	
Lecturers	14				14	13	1	

Source: PSIS Computer Report 2533A, October 31, 1978.

TABLE II
SEX, HIGHEST DEGREE EARNED, AND MEAN AGE, BY PROGRAM CATEGORY
FULL-TIME PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1978

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category	TOTAL No.	TOTAL %	Sex Male	Sex Female	HIGHEST DEGREE EARNED Doctorate	Professional	Masters	Bachelors	Less Than Bachelors	Mean Age
TOTAL (Horizontal %)	699 (100%)	100%	432 (62%)	267 (38%)	52 (7%)	4 (1%)	439 (63%)	144 (21%)	60 (9%)	42.0
Institutional Support	23	3%	19	4	4		8	9	2	41.3
Academic Support	56	8%	30	26	5		43	3	5	42.5
Student Services	81	12%	38	43	7		57	16	1	37.9
Instruction	519	74%	331	188	36	4	318	109	52	42.6
General Education	263	38%	161	102	32		205	25	1	40.3
Vocational-Tech	256	37%	170	86	4	4	113	84	51	44.9
Public Services	20	3%	14	6			13	7		42.7
HAWAII CC (Horizontal %)	71 (100%)	100%	48 (68%)	23 (32%)	1 (1%)	1 (1%)	32 (45%)	23 (32%)	14 (20%)	42.7
Institutional Support	2	3%	2				1	1		53.0
Academic Support	4	6%	2	2			3	1		45.5
Student Services	5	7%	3	2			3	2		34.6
Instruction	59	83%	40	19	1	1	24	19	14	42.8
General Education	13	18%	8	5	1		9	2	1	38.6
Vocational-Tech	46	65%	32	14		1	15	17	13	44.0
Public Services	1	1%	1				1			*
HONOLULU CC (Horizontal %)	153 (100%)	100%	102 (67%)	51 (33%)	14 (9%)	1 (1%)	88 (58%)	30 (20%)	20 (13%)	42.9
Institutional Support	3	2%	2	1			1	2		42.0
Academic Support	11	7%	5	6	2		7		2	42.5
Student Services	16	11%	5	11	2		12	2		35.4
Instruction	110	72%	81	29	10	1	59	22	18	43.9
General Education	51	33%	32	19	7		43	1		39.5
Vocational-Tech	59	39%	49	10	3	1	16	21	18	47.7
Public Services	13	9%	9	4			9	4		44.1
KAPIOLANI CC (Horizontal %)	124 (100%)	100%	63 (51%)	61 (49%)	4 (3%)	2 (2%)	86 (69%)	29 (23%)	3 (2%)	43.9
Institutional Support	3	2%	2	1	1			2		37.3
Academic Support	10	8%	5	5	1		8	1		41.6
Student Services	11	9%	6	5			11			39.1
Instruction	100	81%	50	50	2	2	67	26	3	44.8
General Education	41	33%	21	20	2		36	3		43.2
Vocational Tech	59	48%	29	30		2	31	23	3	45.9
KAUAI CC (Horizontal %)	59 (100%)	100%	37 (63%)	22 (37%)	5 (9%)		35 (59%)	12 (20%)	7 (12%)	39.8
Institutional Support	4	7%	4		1		1	1	1	39.3
Academic Support	6	10%	2	4			5		1	45.5
Student Services	7	12%	4	3			6	1		36.9
Instruction	42	71%	27	15	4		23	10	5	39.5
General Education	19	32%	15	4	4		13	2		38.4
Vocational-Tech	23	39%	12	11			10	8	5	40.4
LEEWARD CC (Horizontal %)	176 (100%)	100%	112 (64%)	64 (36%)	22 (13%)		113 (64%)	29 (17%)	12 (7%)	41.7
Institutional Support	5	3%	4	1	1		2	1	1	40.8
Academic Support	15	9%	10	5	2		10	1	2	40.7
Student Services	25	14%	12	13	5		13	7		39.4
Instruction	125	71%	82	43	14		85	17	9	42.5
General Education	94	53%	56	38	13		68	13		41.3
Vocational-Tech	31	18%	26	5	1		17	4	9	46.0
Public Services	6	3%	4	2			3	3		38.7
MAUI CC (Horizontal %)	74 (100%)	100%	48 (65%)	26 (35%)	4 (5%)		49 (66%)	17 (23%)	4 (6%)	41.0
Institutional Support	3	4%	2	1	1		1	1		37.3
Academic Support	5	7%	4	1			5			42.4
Student Services	12	16%	6	6			8	3	1	39.4
Instruction	54	73%	36	18	3		35	13	3	41.4
General Education	25	34%	18	7	3		18	4		38.8
Vocational-Tech	29	39%	18	11			17	9	3	43.6
WINDWARD CC (Horizontal %)	42 (100%)	100%	22 (52%)	20 (48%)	2 (5%)		36 (86%)	4 (10%)		38.2
Institutional Support	3	7%	3				2	1		44.3
Academic Support	5	12%	2	3			5			43.8
Student Services	5	12%	2	3			4	1		37.4
Instruction	29	69%	15	14	2		25	2		36.7
General Education	20	48%	11	9	2		18			37.0
Vocational Tech	9	21%	4	5			7	2		36.1

*Mean age included in the calculations for college total.

Sources: FSIS Reports 2530 and 2531, October 31, 1978.

TABLE III
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
COMMUNITY COLLEGES
FALL 197 -1978

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Characteristic	1976			1977			1978		
	TOTAL No. V%	MALE No. V%	FEMALE No. V%	TOTAL No. V%	MALE No. V%	FEMALE No. V%	TOTAL No. V%	MALE No. V%	FEMALE No. V%
TOTAL (H%)	489 100 (100)	317 100 (65)	172 100 (35)	505 100 (100)	326 100 (65)	179 100 (35)	519 100 (100)	331 100 (64)	188 100 (36)
BY AVERAGE SALARY	18,431	18,774	17,798	19,022	19,304	18,510	19,229	19,604	18,569
BY SALARY RANGE									
Range 1 (H%)	37 8 (100)	20 6 (54)	17 10 (46)	31 6 (100)	17 5 (55)	14 8 (45)	28 5 (100)	18 5 (64)	10 5 (36)
Range 2 (H%)	56 11 (100)	30 9 (54)	26 15 (46)	71 14 (100)	45 14 (63)	26 15 (37)	102 20 (100)	59 18 (58)	43 23 (42)
Range 3 (H%)	47 10 (100)	23 7 (49)	24 14 (51)	33 7 (100)	13 4 (40)	20 11 (61)	32 6 (100)	13 4 (41)	19 10 (59)
Range 4 (H%)	139 28 (100)	96 30 (69)	43 25 (31)	134 27 (100)	90 28 (67)	44 25 (33)	115 22 (100)	78 24 (68)	37 20 (32)
Range 5 (H%)	210 43 (100)	148 47 (70)	62 36 (30)	235 47 (100)	160 49 (68)	75 42 (32)	239 46 (100)	163 49 (68)	76 40 (32)
Other (H%)				1 <1 (100)	1 <1 (100)		3 1 (100)		3 2 (100)
BY TENURE STATUS									
Tenured (H%)	306 63 (100)	212 67 (69)	94 55 (31)	323 64 (100)	218 67 (67)	105 59 (33)	330 64 (100)	223 67 (68)	107 57 (32)
On Tenure Track (H%)	133 27 (100)	76 24 (57)	57 33 (43)	144 29 (100)	84 26 (58)	60 34 (42)	138 27 (100)	81 25 (59)	57 30 (41)
Not Eligible (H%)	50 10 (100)	29 9 (58)	21 12 (42)	28 6 (100)	19 6 (68)	9 5 (32)	32 6 (100)	21 6 (66)	11 6 (34)
Other (H%)				10 2 (100)	5 2 (50)	5 3 (50)	19 4 (100)	6 2 (32)	13 7 (68)
BY MEAN AGE	42.0	42.6	40.9	42.2	47.4	40.9	42.6	43.3	41.3
BY HIGHEST DEGREE									
Doctorate (H%)	40 8 (100)	31 10 (78)	9 5 (23)	42 8 (100)	33 10 (79)	9 5 (21)	36 7 (100)	29 9 (81)	7 4 (19)
Professional (H%)	2 <1 (100)	2 1 (100)		3 1 (100)	3 1 (100)		4 1 (100)	4 1 (100)	
Masters (H%)	285 58 (100)	166 52 (58)	119 69 (42)	300 59 (100)	172 53 (57)	128 71 (43)	318 61 (100)	177 53 (56)	141 75 (44)
Bachelors (H%)	94 19 (100)	56 18 (60)	38 22 (40)	101 20 (100)	62 19 (61)	39 22 (39)	109 21 (100)	70 21 (64)	39 21 (36)
Less than Bachelors (H%)	68 14 (100)	62 20 (91)	6 4 (9)	59 12 (100)	56 17 (95)	3 2 (5)	52 10 (100)	51 15 (98)	1 <1 (2)
BY INSTRUCTIONAL AREA									
General Education (H%)	249 51 (100)	155 49 (62)	94 55 (38)	264 52 (100)	160 49 (61)	104 58 (39)	263 51 (100)	161 49 (61)	102 54 (39)
Vocational Education (H%)	240 49 (100)	162 51 (68)	78 45 (33)	241 48 (100)	166 51 (69)	75 42 (31)	256 49 (100)	170 51 (66)	86 46 (34)

Sources: FSIS reports as of October 29, 1976, October 31, 1977 and October 31, 1978.

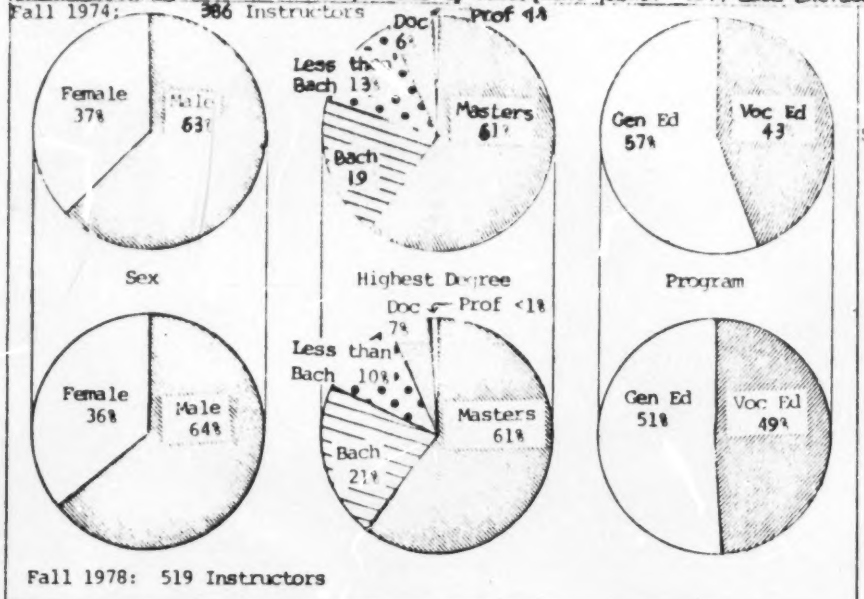
FIGURE 1

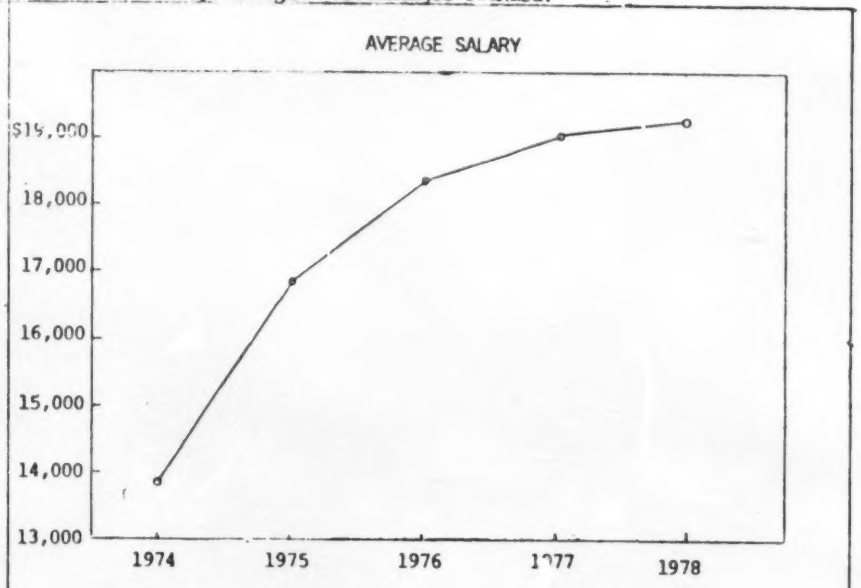
[FULL-TIME INSTRUCTORS] SELECTED DATA

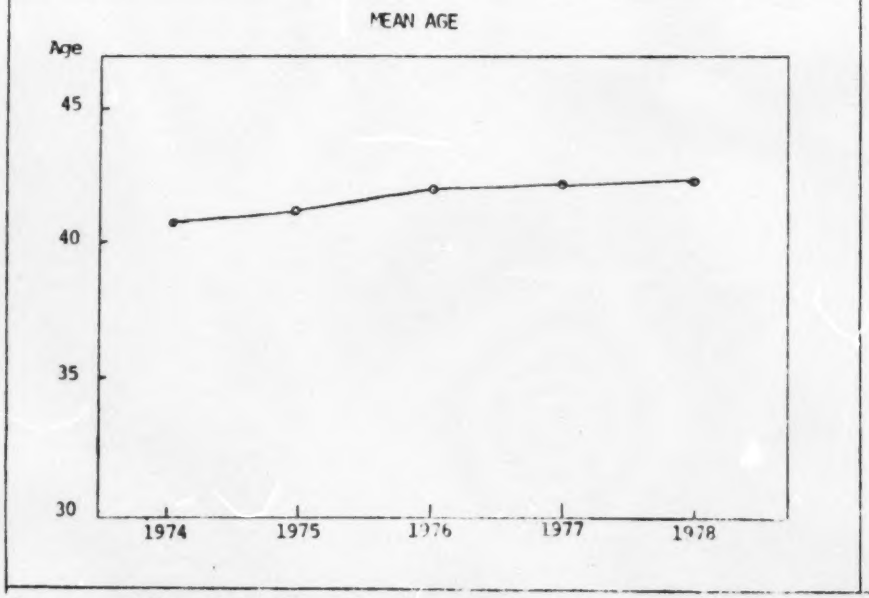
COMMUNITY COLLEGES

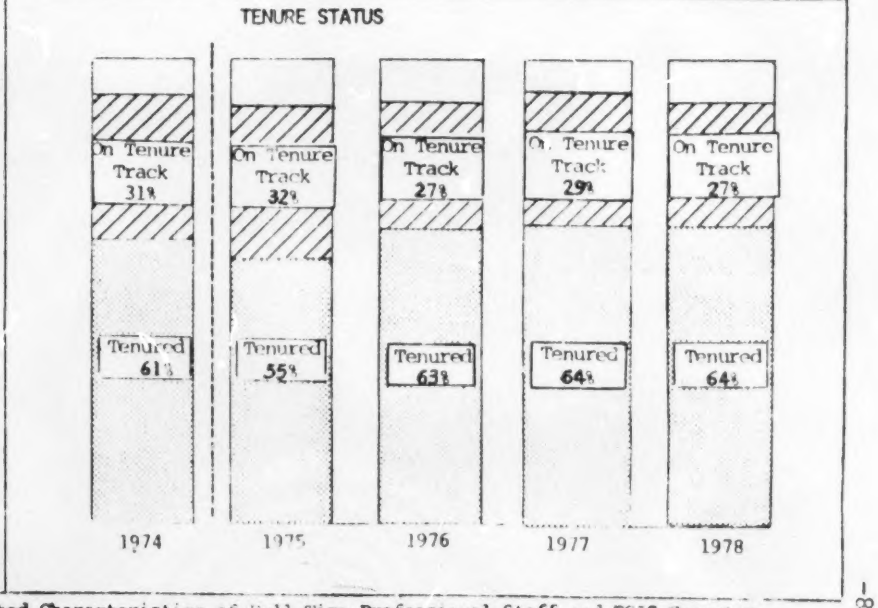
FALL 1974-1978

Note: 1974 figures are not comparable to subsequent years. 1974 data exclude Hawaii Community College. Percentages rounded.









Sources: Office of the Chancellor for Community Colleges, CC-IRP 108, Selected Characteristics of Full-Time Professional Staff and PSIS Computer Reports, October 31, 1978.

TABLE IV
PROFILE OF LECTURERS
COMMUNITY COLLEGES
FALL 1978

Note: Unduplicated headcount. A lecturer teaching at more than one campus is counted at his "home base" only.

Characteristic	TOTAL No.	TOTAL V%	Hawaii	Honolulu	Kapiolani	Kauai	Leeward	Maui	Windward
TOTAL	320	*100*	32	71	76	16	84	27	14
Sex									
Male	193	*60*	19	50	40	11	49	20	4
Female	127	*40*	13	21	36	5	35	7	10
Program									
Instruction									
General Education	197	*62*	23	39	39	10	57	16	13
Vocational-Tech	123	*38*	9	32	37	6	27	11	1
Highest Degree									
Doctorate	21	*7*	2	5	4		5	3	2
Professional	9	*3*	1		6		1	1	
Master's	174	*54*	13	40	40	7	53	10	11
Bachelor's	74	*23*	10	13	21	5	17	7	1
Less Than Bachelor's	42	*13*	6	13	5	4	8	6	
Average Salary	$2,319		$2,444	$2,289	$2,157	$1,474	$2,646	$2,397	$1,925
Salary Range									
Range 1	59	*18*		10	12	9	17	11	
Range 2	195	*61*	26	43	51	7	47	13	8
Range 3	31	*10*	4	9	4		11	2	1
Range 4	13	*4*	1	4	2		3		3
Range 5	22	*7*	1	5	7		6	1	2
Mean Age	36.9		38.5	37.8	35.8	39.4	37.0	35.4	33.0

Sources: FSIS reports, October 31, 1978.

APPENDIX A
PLACEMENT OF PROFESSIONAL STAFF, BY PROGRAM CATEGORIES
(EMPLOYING AGENCY GROUPINGS)
FALL 1978

I.	Institutional Support:	Provost's Office, Business Affairs, Operation and Maintenance
II.	Academic Support:	Dean of Instruction, Library, Education Media, Director of Public Service and Extension, Summer Session
III.	Student Services:	Dean of Students, Student Counseling, Student Activities, Student Health Services, Student Support, Admissions and Records
IV.	Public Service:	Apprentice, Community Service
V.	Instruction:	
	A. General Education:	Division Chairmen/Coordinators
	Humanities:	Art, Communication, Dance, Drama, East Asian Languages, English, English as a Second Language, European Languages, Hawaiian Studies, History, Humanities, Indo-Pacific Languages, Journalism, Music, Philosophy, Religion, Speech
	Natural Science:	Biological Sciences, Chemistry, Mathematics, Oceanography, Physical Sciences, Science
	Social Science:	American Studies, Anthropology, Economics, Geography, Human Development, Political Science, Psychology, Social Science, Sociology, Women's Studies
	Other:	Health, Physical Education and Recreation, Learning Skills
	B. Vocational Education:	Division Chairmen/Coordinators
	Business:	Accounting, Business, Data Processing, Information and Computer Science, Entertainment, Sales and Management, Secretarial and Related
	Food Service:	Baking, Food Service

Health Service:	Dental Assistant, Dietetic Technology, Food and Nutritional Science, Health, Medical Assisting, Medical Lab Technology, Medical Records Technician, Nursing, Occupational Therapy, Radiologic Technician, Respiratory Therapy
Public Services:	Fire Science, Human Services, Industrial Education, Library Technology, Police Science, Occupational Safety/Health, Recreational Instructor Program
Technology:	Agriculture, Aeronautics, Apparel Design & Construction, Auto Body Repair & Painting, Automotive Technology, Aviation Technology, Blueprint Reading, Carpentry, Commercial Art, Cosmetology, Diesel Mechanics, Drafting Technology, Electricity, Electronics, Engineering Technology, Fashion Design, Merchandising, Graphic Art, Home Economics, Machine Shop, Maintenance Technology, Marine Technology, Refrigeration & Air Conditioning, Sheet Metal and Plastics, Welding

APPENDIX B
TOTAL AND AVERAGE SALARY
FULL-TIME BOR APPOINTEES, EXCLUDING INSTRUCTORS
BY PROGRAM CATEGORIES
COMMUNITY COLLEGES
FALL 1978

Campus	TOTAL HEADCOUNT	AVERAGE SALARIES							
		Institutional Supp		Academic Support		Student Services		Public Services	
		Headcount	Average Salaries	Headcount	Average Salaries	Headcount	Average Salaries	Headcount	Average Salaries
TOTAL	180	23	$24,770	56	$21,793	81	$18,993	20	$19,727
Hawaii CC	12	2	29,302	4	22,878	5	18,113	1	*
Honolulu CC	43	3	28,437	11	20,995	16	17,607	13	20,716
Kapiolani CC	24	3	26,837	10	22,632	11	21,914		
Kauai CC	17	4	18,998	6	22,680	7	20,414		
Leeward CC	51	5	23,554	15	20,090	25	19,184	6	16,046
Maui CC	20	3	24,552	5	23,424	12	16,767		
Windward CC	13	3	25,957	5	23,417	5	20,280		

*This individual's salary is included in the calculations of average salary for the campus and system.

Sources: FSIS reports, October 31, 1978.

APPENDIX C
TOTAL AND AVERAGE SALARIES
FULL-TIME INSTRUCTORS, BY PROGRAM
FALL 1978

Campus	Total Headcount	Total Salaries	Average Salaries by Program		
			Average	General Education	Vocational Education
TOTAL	519	$9,979,716	19,229	18,657	19,816
Hawaii CC	59	1,178,652	19,977	19,648	20,070
Honolulu CC	110	2,038,740	18,534	17,369	19,541
Kapiolani CC	100	2,008,128	20,081	19,559	20,444
Kauai CC	42	785,328	18,698	18,534	18,834
Leeward CC	125	2,410,812	19,286	18,928	20,372
Maui CC	54	1,030,392	19,081	18,476	19,603
Windward CC	29	527,664	18,195	18,518	17,479

Source: FSIS Computer Report 2532, October 31, 1978.

APPENDIX D

TENURE STATUS BY YEAR OF POSSIBLE TENURE & BY INSTRUCTIONAL AREAS
FULL-TIME INSTRUCTORS
COMMUNITY COLLEGES
FALL 1978

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category	TOTAL	Tenured	Year of Expected Tenure					Not Eligible	Other**
			Sub-Total	1979	1980	1981	After 1981		
TOTAL	519	330*	138	20	36	15	67	32	19
(Horizontal %)	(100%)	(64%)	(27%)	(4%)	(7%)	(3%)	(13%)	(6%)	(4%)
General Education	263	180	70	13	21	9	27	5	8
Vocational-Tech	256	150	68	7	15	6	40	27	11
HAWAII CC	59	32	19	4	5	1	9	6	2
(Horizontal %)	(100%)	(54%)	(32%)	(7%)	(9%)	(2%)	(15%)	(10%)	(3%)
General Education	13	7	6	1	3		2		
Vocational-Tech	46	25	13	3	2	1	7	6	2
HONOLULU CC	110	62	34	6	10	5	13	10	4
(Horizontal %)	(100%)	(56%)	(31%)	(6%)	(9%)	(5%)	(12%)	(9%)	(4%)
General Education	51	25	22	6	8	3	5	2	2
Vocational-Tech	59	37	12		2	2	8	8	2
KAPIOLANI CC	100	63	25	2	7		16	7	5
(Horizontal %)	(100%)	(63%)	(25%)	(2%)	(7%)		(16%)	(7%)	(5%)
General Education	41	28	11		4		7		2
Vocational-Tech	59	35	14	2	3		9	7	3
KAUAI CC	42	25	13	1	4	2	6	1	3
(Horizontal %)	(100%)	(60%)	(31%)	(2%)	(10%)	(5%)	(14%)	(2%)	(7%)
General Education	19	13	6		3	1	2		
Vocational-Tech	23	12	7	1	1	1	4	1	3
LEEWARD CC	125	100	19	3	6	2	8	5	1
(Horizontal %)	(100%)	(80%)	(15%)	(2%)	(5%)	(2%)	(6%)	(4%)	(1%)
General Education	94	79	12	2	2	2	6	2	1
Vocational-Tech	31	21	7	1	4		2	3	
MAUI CC	54	33	16	1	3	2	10	1	4
(Horizontal %)	(100%)	(61%)	(30%)	(2%)	(6%)	(4%)	(19%)	(2%)	(7%)
General Education	25	15	7	1		1	5		3
Vocational-Tech	29	18	9		3	1	5	1	1
WINDWARD CC	29	15	12	3	1	3	5	2	
(Horizontal %)	(100%)	(52%)	(41%)	(10%)	(3%)	(10%)	(17%)	(7%)	
General Education	20	13	6	3	1	2		1	
Vocational-Tech	9	2	6			1	5	1	

*Twenty-seven more instructors were on leave (23, sabbatical; 9, leave without pay).
**Includes visiting instructors (V) and instructors whose tenure date is "X".

Source: PSIS Computer Report 2533B, October 31, 1978.

APPENDIX E
INSTRUCTORS ON LEAVE
BY TYPE OF LEAVE AND TENURE STATUS
COMMUNITY COLLEGES
FALL 1978

Campus	TOTAL		TYPE OF LEAVE*			
			Sabbatical		Leave without Pay	
	No.	No. Tenured	No.	No. Tenured	No.	No. Tenured
TOTAL	32	27	23	23	9	4
Hawaii CC	3	3	3	3		
Honolulu CC	4	4	3	3	1	1
Kapiolani CC	4	2	2	2	2	
Kauai CC	1	1	1	1		
Leeward CC	11	11	8	8	3	3
Maui CC	6	4	4	4	2	
Windward CC	3	2	2	2	1	

*Excludes 8 non-teaching professional staff on leave: 4 on sabbatical and 4 on leave without pay.

Sources: PSIS reports, October 31, 1978.

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